

Panaji, 20th May, 2004 (Vaisakha 30, 1926)

SERIES II No. 8

# OFFICIAL GAZETTE

## GOVERNMENT OF GOA

### SUPPLEMENT

#### GOVERNMENT OF GOA

Department of Labour

#### Order

No. 28/7/2001/LAB

The following Award dated 28/1/2002 in Reference No. IT/49/2000 given by the Industrial Tribunal, Panaji-Goa, is hereby published as required under the provisions of Section 17 of the Industrial Disputes Act, 1947 (Central Act 14 of 1947).

By order and in the name of the Governor of Goa.

Charles D. Souza, Joint Secretary (Labour).

Panaji, 22nd February, 2002.

IN THE INDUSTRIAL TRIBUNAL

GOVERNMENT OF GOA

AT PANAJI

(Before Shri Ajit J. Agni, Hon'ble Presiding Officer)

No. IT/49/2000

Workmen rep. by

The President,

Goa Mazdoor Union,

Post Box 119,

Dourado Bldg., 1st Floor,

Near Municipal Market,

Vasco da Gama.

... Workmen/Party I

v/s.

M/s Ind-Art Materials Pvt. Ltd.

Sancoale Industrial Estate,

Zuarinagar-Goa.

... Employer/Party II

Workmen/Party I -Represented by Adv. Shri H. Dourado.

Employer/Party II- Represented by Adv. Shri M. S. Bandodkar.

Panaji, dated : 28-1-2002.

#### AWARD

In exercise of the powers conferred by clause (d) of sub-section (1) of section 10 of the Industrial Disputes Act, 1947 (Central Act 14 of 1947) the Government of Goa by order dated 7-7-2000 bearing No. IRM/CON/(92-2-A)/2000/3365 referred the following dispute for adjudication of this Tribunal.

"(I) Whether the following Charter of Demands served on M/s. Ind-Art Materials Pvt. Limited, situated at Zuarinagar, Goa, by the Goa Mazdoor Union, Vasco da Gama, Goa vide their letter dated 15-11-99, on behalf of the workmen employed therein, is legal and justified ?

#### DEMANDS:

##### (1) PAY SCALES:

Each worker should be graded and designated correctly. There should be 3 grades and their scales should be as under :-

GRADE	DESIGNATION	PAY-SCALE
(i)	Senior Operators and Grade II workers with more than 2 years service.	2100-200-3100-270-4600.
(ii)	Operators and Grade III workers with more than 2 years of service.	1800-150-2550-210-3600.
(iii)	Blenders, grinders and helpers	1250-100-1750-200-2100.

(2) FITMENT AND FLAT RISE :

After being placed in appropriate Grade as shown above each worker be given a fitment and flat rise of Rs. 400/- in the salary and be placed in the appropriate pay scale to be made applicable from 1-4-99.

(3) FIXED DEARNESS ALLOWANCE :

Each worker be paid a fixed dearness allowance (FDA) at the rate of Re. 500/- per month, with effect from 01-4-99.

(4) VARIABLE DEARNESS ALLOWANCE (VDA) :

Each worker be paid variable dearness allowance at the rate of Rs.1.50 per point rise ever and above base LICPI 1400 points (1960-100) with effect from 1-4-1999. The VDA shall be revised every quarter.

(5) HOUSE RENT ALLOWANCE (HRA) :

Each worker be paid a house rent allowance at the rate of 25 per cent of the basic salary with effect from 1-4-99.

(6) TRAVELLING ALLOWANCE :

Each worker be paid travelling allowance of Rs. 400/- per month with effect from 1-4-99.

(7) SHIFT ALLOWANCES :

Shift allowances be paid at the rate of Rs. 10/- and Rs. 15/- for the second and the third shift respectively.

(8) BONUS :

Bonus be paid to every worker at the rate of 20 per cent of the gross salary earned.

(9) LOCKERS, REST ROOM AND BATHING ROOM :

Lockers be provided to each worker and proper and sufficient sized rest room and eating room be provided.

(10) COMPENSATORY OFF (CO) :

Whenever workers work on a Sunday or a Holiday they should be paid double the wages with a compensatory off which should be given within 10 days of such work.

(11) UNIFORMS AND WASHING ALLOWANCES :

Each worker be issued two sets of uniforms per annum. Each worker be paid Rs. 100 per month towards washing allowances.

(12) SHOES AND UMBRELLAS/RAINCOATS :

A pair of shoes, an umbrella/raincoat be issued to each worker every year.

(13) SAFETY EQUIPMENT :

Besides shoes demanded above, the following equipment be provided :—

- (e) Gloves : for colour and pad printing and powder mixing operations.

(b) Classed : Grinding and hot foil operations

(c) Masks : Pad printing operations.

(14) LEAVE FACILITIES :

Each worker be made eligible for the following leave facilities:—

(a) Privilege Leave (PL.): 30 days per annum with a facility to accumulate up to 100 days.

(b) Casual Leave (C.L.): 10 days per annum with a facility to accumulate up to 100 days.

(c) Sick-Leave (S.L.): 10 days per annum with facility to accumulate up to 30 days.

(d) Holidays : 12 days per annum.

(15) TEA AND SNACKS :-

Each worker be provided tea and snacks twice in each shift.

(16) FESTIVAL ADVANCE :

Every worker be given a festival advance before a festival of his/her choice at the rate of Rs. 1,500/- per year, to be deducted in 5 equal instalments.

(17) SOAP AND TOWEL :

Each worker be given 2 hand washing soaps every month and a hand towel once in 6 months.

(18) MANPOWER :

The present manpower is short for 3 shifts requirement. Immediate recruitment of new staff in lower grades and resultant upgradation of old workers on seniority basis.

(19) Production Incentive to be formulated in consultation with the Union to be made effective from 1-4-1999.

(20) CONFIRMATION LETTERS :

Confirmation letter be given to all workers presently on the rolls.

(ii) If not, to what relief the workman are entitled.

On receipt of the reference a case was registered under No. IT/49/2000 and registered A. D. notice was issued to the parties. In pursuance to the said notice the parties put in their appearance. The Workmen/Party I (for short, union) was represented by Adv. Shri H. Dourado and the Employer/Party II (for short employer) was represented by Adv. Shri M. S. Bandodkar. Adv. Shri Dourado representing the employer submitted that the dispute between the parties was amicably settled and they filed the terms of the settlement dated 14-7-2000. Both the parties prayed that consent award be passed in terms of the said settlement. I have gone through the terms of the settlement which are duly signed by the parties and I am satisfied that the said terms are certainly in the interest of the workmen. I,

therefore accept the submissions made by the parties and pass the consent award in terms of the settlement dated 14-7-2000.

ORDER

1) APPLICABILITY :

It is agreed between the parties that the revised emoluments shall be paid to permanent workman who are on the rolls on the date of signing the Settlement from 1-7-2000 as per Annexure 'A' to the Settlement.

- 2) As per Charter of Demands the Union/Workmen demanded to have a Settlement for an effective period from 1-4-99 to 31-3-2002. However in order to have continued period of Industrial peace after strike, the management desired the period of Settlement be extended upto 31-3-2003. The union/workers agreed on the condition that besides other benefits, Company shall pay an additional ex-gratia payment to every workman as per Annexure 'C' over and above the lumpsum Ex-gratia as per Annexure 'B' the union and workmen agreed not to claim any monetary benefit or raise any dispute regarding wage rise for the period prior to signing of the Settlement.

3) DISPUTES RESOLVING MACHINERY :

It is agreed between the parties further as under :-

- Workmen shall not resort to any sort of coercive or direct industrial action unless all means of resolving pending grievances and issues are exhausted.
  - The Company and the workmen shall not indulge in any unfair labour practices.
  - Both the parties agree to adopt only constitutional methods for resolving any or all disputes, including through direct negotiations.
  - The workmen agree not to resort to any form of strike, except in accordance with the provisions of the law.
  - Any grievance shall be referred by the workmen to their departmental heads, first, who in turn will endeavour to sort out the dispute. In case, the workmen are not satisfied, they shall represent their grievances to the Factory manager/the General manager of the Unit, who will be the ultimate authority to decide the issue.
- 4) It is also agreed between the parties that this Settlement is in full and final settlement of all the demands of the workmen as raised in the Charter of Demands dated 15-11-99. The workmen further agree that they will not raise any fresh demand collectively or individually involving any further

financial burden on the Company during the period of Settlement. The demands which have not been specifically dealt with in Settlement deemed to have been settled as withdrawn.

- 5) It is also agreed between the parties that the Settlement 1-4-1999 to 31-3-2003 (Four years) shall continue to remain in force until either party terminates the same as per the I. D. Act, 1947. The terms and conditions of the Settlement continue till replaced by another Settlement on mutually agreed terms.

6) MACHINE UTILISATION

It is agreed by both the parties that the machine, material will be utilised to its optimum capacity and that the injunction moulding machines will run without stoppage unless for technical reasons and/or power failure. The intermittent stoppage at the beginning of the shifts, lunch time and at the end of the shift cause decreases in production and under utilisation of machine. The operator of the injunction moulding machine will have staggering lunch time so that machine can work continuously. He should have lunch break within 5 hours during the shift as per provisions of Factories Act, 1948. The reliever will operate during the lunch break.

7) SPECIAL ALLOWANCE FOR OPTIMUM MACHINE UTILISATION:

A Special Allowance Rs. 3/- per day working will be paid to injunction moulding operators to run the machine continuously to the optimum capacity. The Operator will leave the machine at the end of his shift after handing over charge to operator of the other shift.

8) UNION MEMBERSHIP :

The Company recognizes the Goa Mazdoor union of the workers under code of conduct with its responsibilities and rights. It agrees to deduct from wages of every permanent worker, who is member of this Union Rs. 25/- p.m. as union fee and pay the same to the union by cheque provided the concerned worker give authority to the Company in writing to this effect. The deductions will cause the moment the worker resigns from the union with due intimation to both parties or cease to be in employment of the Company. The said amount will be deducted after Company's dues and statutory deductions confirming with provisions of payment of Wages Act and deduction such as Income Tax. For any eventuality beyond the control of the Company if deduction cannot be made then Company will not be held responsible and it will not be a breach of Settlement.

- 9) It is further agreed that the Company shall have flexibility in the deployment of the workmen on the machine as per exigencies of production.
- 10) The workmen will be paid bonus as per the provisions of payment of Bonus Act, 1965.
- 11) The workmen will be paid Gratuity as per the provisions of the Gratuity Act, 1972.
- 12) The workmen shall be entitled to 8 (Eight) paid holidays in a Calendar year. Holiday for Republic Day, Independence Day, labour day and Goa Liberation day shall be compulsory. Remaining 4 (Four) paid holidays shall be decided in consultation with the workmen.
- 13) (a) Earned Leave as per the provisions of the Factories Act, 1948. Such leave will be granted on application being made for the same 7 days in advance.
- (b) Casual Leave 4 days in every Calendar year i. e. 1 day for a quarter.
- (c) Sick Leave as per the provisions of ESIC rules; as all the workmen are covered under E.S.I.C. Act, 1948.

#### 14) UNIFORMS :

Both the parties agree that Company to provide 2 sets of uniforms to permanent employee after completion of 1 year on every April/May.

#### 15) SAFETY APPLIANCE :

Both the parties agree that Company shall provide Safety Appliances as mentioned below.

<u>Process</u>	<u>Safety Appliances</u>
Grinding	Safety shoes, Hand Gloves, Ear Eye Goggles.
Pad Printing	Nose Mask.
Powder Mixing	Long Hand Gloves.
Hot Foil Printing	Eye Glass.

- 16) Double O. T. Payment as per Factories Act, 1948.
- 17) The Company agrees to introduce production incentive scheme after joint discussions with Union.
- 18) Shift Allowance : Effective 1-7-2000 Shift Allowance will be paid at the rate of Rs. 5/- for II shift & Rs. 10/- for III shift per full day actually worked. Existing facility of Food Allowance for O. T. workers stands withdrawn.

#### 19) FESTIVAL ADVANCE :

- (a) It is agreed between the parties that Company will pay Festival advance maximum to an extent of Rs. 1000/- per year. Festival advance to be deducted in four equal instalments.
- 20) The wages for the month of 1-7-2000 and onwards upto 31-3-2003 shall be paid to the workman as per Annexure 'A' as per attendance.
- 21) It is agreed that all workmen employed will be placed in the following grades.  
Grade I Moulding Operator, Pad Printing Operator.  
Grade II Hot Foil Operator, Stripping Machine Operator,  
Grade III Blenders, Grinders, Helpers, Assemblers.
- 22) It is agreed between the parties that the productivity level shall be achieved in different departments as shown in Annexure "D".

#### 22-A) ATTENDANCE INCENTIVE :

- A worker will be paid one day's additional wage for full month's attendance and an additional day's wage for a block period of 3 months continuous attendance. Jan-March/April-June/July-Sept./Oct.-Dec.
- 23) All conditions of service benefit and privileges already in existence but not specifically changed in this settlement shall continue to be operative and shall remain in force.
- 24) It is agreed between the parties those permanent girls i.e. 31 nos. who have worked with M/s. TOPLINE WRITING INSTRUMENTS PVT LTD. and were retrenched by M/S. TOPLINE WRITING INSTRUMENTS PVT. LTD. shall be employed by the Company on the basis of their work performance and efficiency on the same terms and conditions as applicable before retrenchment of service. They will be further entitled for benefits as per Settlement from 20-07-2000 as per Annexure 'g'. Those girls who don't join on or before 20-07-2000 shall loose lien for the employment of the Company.
- 25) The retirement age shall be 58 years subject to medical fitness.
- 26) Both the parties agreed to register this Settlement jointly before the Labour Dept. Govt. of Goa as per Industrial Disputes Act, 1947 and withdraw the reference made to the Industrial Tribunal in view of settlement of dispute.

No order as to costs. Inform the Government accordingly.

Sd/-  
(Ajit J. Agni),  
Presiding Officer,  
Industrial Tribunal.

## ANNEXURE- 'A' TO THE SETTLEMENT

IND-ART MATERIALS PVT. LTD.

Sr.	Name of the Employee	Grade	Proposed Salary from 01-07-2000				Proposed Salary Proposal 2001-2002				Proposed Salary Poposal 2002-2003				Proposed Increment	Total Increment		
			Basic	H.R.A.	Conv	Total	Increment	Basic	H.R.A.	Conv	Total	Increment	Basic	H.R.A.			Conv	Total
1.	Vijay Vishnu Thakur	I	2311	289	200	2800	800	2478	372	250	3100	300	2681	469	300	3450	350	1450
2.	Sudhir Bhongly	I	1920	240	200	2360	800	2095	315	250	2660	300	2306	404	300	3010	350	1450
3.	Kishore Naik	I	1920	240	200	2360	800	2095	315	250	2660	300	2306	404	300	3010	350	1450
4.	Jaiwant Patkar	I	1920	240	200	2360	800	2095	315	250	2660	300	2306	404	300	3010	350	1450
5.	Uday Sattarkar	I	1920	240	200	2360	800	2095	315	250	2660	300	2306	404	300	3010	350	1450
6.	Dayanand Naik	I	1920	240	200	2360	800	2095	315	250	2660	300	2306	404	300	3010	350	1450
7.	Modan Talekar	I	1422	178	200	1800	800	1609	241	250	2100	300	1830	320	300	2450	350	1450
8.	Vishrant Naik	I	1600	200	200	2000	800	1782	268	250	2300	300	2000	350	300	2650	350	1450
9.	Chandrahas Kotharkar	I	1422	178	200	1800	800	1609	241	250	2100	300	1830	320	300	2450	350	1450
10.	Nilesh Dighekar	I	1600	200	200	2000	800	1782	268	250	2300	300	2000	350	300	2650	350	1450
11.	Sunil Shirodkar	I	1574	196	200	1970	800	1756	264	250	2270	300	1974	346	300	2620	350	1450
12.	Menino D'Silva	I	1574	196	200	1970	800	1756	264	250	2270	300	1974	346	300	2620	350	1450
13.	Subhash Madar	I	1422	178	200	1800	800	1609	241	250	2100	300	1830	320	300	2450	350	1450
14.	Gopal Rathod	II	1311	164	175	1650	650	1478	222	200	1900	250	1638	287	250	2175	275	1175
15.	Ashok Gaudar	II	1311	164	175	1650	650	1478	222	200	1900	250	1638	287	250	2175	275	1175
16.	Amit Pagi	II	1311	164	175	1650	650	1478	222	200	1900	250	1638	287	250	2175	275	1175
17.	Chandrashekhar Rathod	II	1311	164	175	1650	650	1478	222	200	1900	250	1638	287	250	2175	275	1175
18.	Ajay Barde	III	1267	158	125	1550	550	1391	209	150	1750	200	1511	264	200	1975	225	975
19.	Rajesh Mhalsekar	III	1267	158	125	1550	550	1391	209	150	1750	200	1511	264	200	1975	225	975
20.	Hussain Shaikh	III	1267	158	125	1550	550	1391	209	150	1750	200	1511	264	200	1975	225	975
21.	Tanoj Pondekar	III	1267	158	125	1550	550	1391	209	150	1750	200	1511	264	200	1975	225	975
22.	Daulat Tambosekar	III	1267	158	125	1550	550	1391	209	150	1750	200	1511	264	200	1975	225	975
. Total			34106	4259	3925	42290	15750	37728	5662	4800	48190	5900	41755	7310	5900	54965	6775	28425
				H.R.A.	Conv.	Total Incr.			H.R.A.	Conv.	Total Incr.			H.R.A.	Conv.	Total incr.		Total
Grade I : Injunction Moulding Operator			12.5%		200	800			15%	250	300			17.5%	300	350		1450
Grade II : Hot foil Operator, exlsu Jr. Operator			12.5%		175	650			15%	200	250			17.5%	250	275		1175
Grade III : Blender, Grinder, Helper			12.5%		125	550			15%	150	200			17.5%	200	225		975

SERIES II No. 8

OFFICIAL GAZETTE — GOVT. OF GOA  
(SUPPLEMENT)

20TH MAY, 2004

## ANNEXURE- 'A' TO THE SETTLEMENT

IND-ART MATERIALS PVT. LTD.

Sr. No.	Name of the Employee	Grade	Proposed Salary 2000-2001			Proposed Salary Proposal 2001-2002					Proposed Salary Poposal 2002-2003					Proposed		Total Increment
			Basic	H.R.A.	Conv	Total	Increment	Basic	H.R.A.	Conv	Total	Increment	Basic	H.R.A.	Conv	Total	Increment	
1.	Pamita Dessai	III	1372	171	125	1668	550	1494	224	150	1868	200	1611	282	200	2093	225	975
2.	Bharati Gaunkar	III	1372	171	125	1668	550	1494	224	150	1868	200	1611	282	200	2093	225	975
3.	Sandra Fernandes	III	1418	177	125	1720	550	1539	231	150	1920	200	1655	290	200	2145	225	975
4.	Kamini Raikar	III	1372	171	125	1668	550	1494	224	150	1868	200	1611	282	200	2093	225	975
5.	Rosy Fernandes	III	1372	171	125	1668	550	1494	224	150	1868	200	1611	282	200	2093	225	975
6.	Jacinta D'Costa	III	1372	171	125	1668	550	1494	224	150	1868	200	1611	282	200	2093	225	975
7.	Rusada Lucas	III	1418	177	125	1720	550	1539	231	150	1920	200	1655	290	200	2145	225	975
8.	Sunita Agapurkar	III	1372	171	125	1668	550	1494	224	150	1868	200	1611	282	200	2093	225	975
9.	Sulaksha Naik	III	1372	171	125	1668	550	1494	224	150	1868	200	1611	282	200	2093	225	975
10.	Conceisao Dias	III	1372	171	125	1668	550	1494	224	150	1868	200	1611	282	200	2093	225	975
11.	Heromina Rodrigues	III	1418	177	125	1720	550	1539	231	150	1920	200	1655	290	200	2145	225	975
12.	Varsha Mayekar	III	1372	171	125	1668	550	1494	224	150	1868	200	1611	282	200	2093	225	975
13.	Estelina Baptista	III	1372	171	125	1668	550	1494	224	150	1868	200	1611	282	200	2093	225	975
14.	Sonia Naik	III	1372	171	125	1668	550	1494	224	150	1868	200	1611	282	200	2093	225	975
15.	Annie Pereira	III	1372	171	125	1668	275	1494	224	150	1868	200	1611	282	200	2093	225	700
16.	Renuka Pawar	III	1372	171	125	1668	275	1494	224	150	1868	200	1611	282	200	2093	225	700
17.	Swati Naik	III	1418	177	125	1720	275	1539	231	150	1920	200	1655	290	200	2145	225	700
18.	Sulbha Naik	III	1418	177	125	1720	275	1539	231	150	1920	200	1655	290	200	2145	225	700
19.	Anita Naik	III	1372	171	125	1668	275	1494	224	150	1868	200	1611	282	200	2093	225	700
20.	Shakuntala Sawant	III	1210	151	125	1486	275	1336	200	150	1686	200	1456	255	200	1911	225	700
21.	Vaishali Naik	III	1256	157	125	1538	275	1381	207	150	1738	200	1500	263	200	1963	225	700
22.	Savita Naik	III	1210	151	125	1486	275	1336	200	150	1686	200	1456	255	200	1911	225	700
23.	Fiona Coutinho	III	1210	151	125	1486	275	1336	200	150	1686	200	1456	255	200	1911	225	700
24.	Sunmitra Parab	III	1210	151	125	1486	275	1336	200	150	1686	200	1456	255	200	1911	225	700
25.	Rita Ferero	III	1210	151	125	1486	275	1336	200	150	1686	200	1456	255	200	1911	225	700
26.	Augusta D'Mello	III	1210	151	125	1486	275	1336	200	150	1686	200	1456	255	200	1911	225	700
27.	Netra Vernekar	III	1117	140	125	1382	275	1245	187	150	1582	200	1368	239	200	1807	225	700
28.	Rosy Clement	III	1071	134	125	1330	275	1200	180	150	1530	200	1323	232	200	1755	225	700
29.	Shanti Parab	III	1071	134	125	1330	275	1200	180	150	1530	200	1323	232	200	1755	225	700
30.	Maya Naik	III	1071	134	125	1330	275	1200	180	150	1530	200	1323	232	200	1755	225	700
31.	Milan Rasaikar	III	1071	134	125	1330	275	1200	180	150	1530	200	1323	232	200	1755	225	700

ANNEXURE - 'B' TO THE SETTLEMENT  
IND-ART MATERIALS PVT. LTD.

Sr. No.	Name of Employee	Lumpsum Ex-Gratia
1.	Vijay Vishnu Thakur	5500
2.	Sudhir Bhongly	5500
3.	Kishore Naik	5500
4.	Jaiwant Patkar	4500
5.	Uday Sattarkar	5500
6.	Dayanand Naik	5500
7.	Madan Talekar	5500
8.	Vishrant Naik	5500
9.	Chandahas Kotharkar	5500
10.	Nilesh Dighekar	5500
11.	Sunil Shirodkar	5500
12.	Menino D'Silva	5500
13.	Subhash Madar	5500
14.	Gopal Rathod	4000
15.	Ashok Gaudar	4000
16.	Amit Pagi	4000
17.	Chandrashekhar Rathod	4000
18.	Ajay Barde	2700
19.	Rajesh Mhalsekar	3250
20.	Hussain Shaikh	3250
21.	Tanoj Pondekar	3250
22.	Daulat Tambosekar	3250

ANNEXURE - 'C' TO THE SETTLEMENT  
IND-ART MATERIALS PVT. LTD.

Sr. No.	Name of Employee	Additional Ex-Gratia
1.	Vijay Vishnu Thakur	500
2.	Sudhir Bhongly	500
3.	Kishore Naik	500
4.	Jaiwant Patkar	500
5.	Uday Sattarkar	500
6.	Dayanand Naik	500
7.	Madan Talekar	500
8.	Vishrant Naik	500
9.	Chandahas Kotharkar	500
10.	Nilesh Dighekar	500
11.	Sunil Shirodkar	500
12.	Menino D'Silva	500
13.	Subhash Madar	500
14.	Gopal Rathod	350
15.	Ashok Gaudar	350
16.	Amit Pagi	350
17.	Chandrashekhar Rathod	350
18.	Ajay Barde	275
19.	Rajesh Mhalsekar	275
20.	Hussain Shaikh	275
21.	Tanoj Pondekar	275
22.	Daulat Tambosekar	275
Total:		9275

ANNEXURE - 'C' TO THE SETTLEMENT  
IND-ART MATERIALS PVT. LTD.

Sr. No.	Name of Employee	Additional Ex-Gratia
1.	Pamita Dessai	275
2.	Bharti Gaunkar	275
3.	Sandra Fernandes	275
4.	Kamini Raikar	275
5.	Rosy Fernandes	275
6.	Jacinta D'Costa	275
7.	Rusada Lucas	275
8.	Sunita Agapurkar	275
9.	Sulaksha Naik	275
10.	Conceisao Dias	275
11.	Heromina Rodrigues	275
12.	Varsha Mayekar	275
13.	Estelina Baptista	275
14.	Sonia Naik	275
15.	Annie Pereira	275
16.	Renuka Pawar	275
17.	Swati Naik	275
18.	Sulbha Naik	275
19.	Anita Naik	275
20.	Shakuntala Sawant	275
21.	Vaishali Naik	275
22.	Savita Naik	275
23.	Fiona Coutinho	275
24.	Sunmitra Parab	275
25.	Rita Ferero	275
26.	Augusta D'Mello	275
27.	Netra Vernekar	275
28.	Rosy Clement	275
29.	Shanti Parab	275
30.	Maya Naik	275
31.	Milan Rasaikar	275
Total:		8525

ANNEXURE 'D'

	Prod. per shift in shorts
Script Ball pen	Barrel 850
	Cap 1450
	Plug 1500
Glacier	Barrel 850
	Cap 1200
	Plug/Cone 900
Highlighter	Barrel 850
	Cap 900
	Nozzle 1100
	Adaptor 1200
Foot Ruler	1650
Pad Printing	5500
Hot Foil	25000
Refill	Tube
	Extruding 50 kg/shifts
	Grinding 100 kg/shifts

This level of production is based on optimum working of machines and moulds.

## ANNEXURE 'D'

## Production Level In Assembly

Per worker  
per Shift

Script Assembly

Assembly 2750

Glacier Assembly

Assembly 1500

Within Trial Period  
of one month

1500 pens to 1800 pens

High Lighter Assembly

Ultra 80 mc Welding 7000 Hiliterers

This level of production is based on the supply of uniform components.

ANNEXURE - 'E' TO THE SETTLEMENT  
IND-ART MATERIALS PVT. LTD.

Sr. No.	Name of Employee	Grade	Proposed Salary				Proposed Increment
			From 01.07.2000				
			Basic	H. R. A.	Conv	Total	
1.	Pamita Dessai	III	1372	171	125	1668	550
2.	Bharati Gaunkar	III	1372	171	125	1668	550
3.	Sandra Fernandes	III	1418	177	125	1720	550
4.	Kamini Raikar	III	1372	171	125	1668	550
5.	Rosy Fernandes	III	1372	171	125	1668	550
6.	Jacinta D'Costa	III	1372	171	125	1668	550
7.	Rusada Lucas	III	1418	177	125	1720	550
8.	Sunita Agapurkar	III	1372	171	125	1668	550
9.	Sulaksha Naik	III	1372	171	125	1668	550
10.	Conceisao Dias	III	1372	171	125	1668	550
11.	Heromina Rodrigues	III	1418	177	125	1720	550
12.	Varsha Mayekar	III	1372	171	125	1668	550
13.	Estelina Baptista	III	1372	171	125	1668	550
14.	Sonia Naik	III	1372	171	125	1668	550
15.	Annie Pereira	III	1372	171	125	1668	275
16.	Renuka Pawar	III	1372	171	125	1668	275
17.	Swati Naik	III	1418	177	125	1720	275
18.	Sulbha Naik	III	1418	177	125	1720	275
19.	Anita Naik	III	1372	171	125	1668	275
20.	Shakuntala Sawant	III	1210	151	125	1486	275
21.	Vaishali Naik	III	1256	157	125	1538	275
22.	Savita Naik	III	1210	151	125	1486	275
23.	Fiona Coutinho	III	1210	151	125	1486	275
24.	Sunmitra Parab	III	1210	151	125	1486	275
25.	Rita Ferero	III	1210	151	125	1486	275
26.	Augusta D'Mello	III	1210	151	125	1486	275
27.	Netra Vernekar	III	1117	140	125	1382	275
28.	Rosy Clement	III	1071	134	125	1330	275
29.	Shanti Parab	III	1071	134	125	1330	275
30.	Maya Naik	III	1071	134	125	1330	275
31.	Milan Rasaikar	III	1071	134	125	1330	275
			40212.1	5020.9	3875	49108	12375



ANNEXURE - 'E' TO THE SETTLEMENT  
IND-ART MATERIALS PVT. LTD.

Sr. No.	Name of Employee	Proposed Salary				Proposed Increment
		Basic	From 2001-2002 H. R. A.	Conv	Total	
1.	Pamita Dessai	1494	224	150	1868	200
2.	Bharati Gaunkar	1494	224	150	1868	200
3.	Sandra Fernandes	1539	231	150	1920	200
4.	Kamini Raikar	1494	224	150	1868	200
5.	Rosy Fernandes	1494	224	150	1868	200
6.	Jacinta D'Costa	1494	224	150	1868	200
7.	Rusada Lucas	1539	231	150	1820	200
8.	Sunita Agapurkar	1494	224	150	1868	200
9.	Sulaksha Naik	1494	224	150	1868	200
10.	Conceisao Dias	1494	224	150	1868	200
11.	Heromina Rodrigues	1539	231	150	1920	200
12.	Varsha Mayekar	1494	224	150	1868	200
13.	Estelina Baptista	1494	224	150	1868	200
14.	Sonia Naik	1494	224	150	1868	200
15.	Annie Pereira	1494	224	150	1868	200
16.	Renuka Pawar	1494	224	150	1868	200
17.	Swati Naik	1539	231	150	1920	200
18.	Sulbha Naik	1539	231	150	1920	200
19.	Anita Naik	1494	224	150	1868	200
20.	Shakuntala Sawant	1336	200	150	1686	200
21.	Vaishali Naik	1381	207	150	1738	200
22.	Savita Naik	1336	200	150	1686	200
23.	Fiona Coutinho	1336	200	150	1686	200
24.	Sunmitra Parab	1336	200	150	1686	200
25.	Rita Ferero	1336	200	150	1686	200
26.	Augusta D'Mello	1336	200	150	1686	200
27.	Netra Vernekar	1245	187	150	1582	200
28.	Rosy Clement	1200	180	150	1530	200
29.	Shanti Parab	1200	180	150	1530	200
30.	Maya Naik	1200	180	150	1530	200
31.	Milan Rasaikar	1200	180	150	1530	200
		44047	6610.9	4650	55308	6200

ANNEXURE - 'E' TO THE SETTLEMENT  
IND-ART MATERIALS PVT. LTD.

Sr. No.	Name of Employee	Proposed Salary				Proposed Increment	Total Increment
		Basic	From 2002-2003 H. R. A.	Conv	Total		
1	2	3	4	5	6	7	8
1.	Pamita Dessai	1611	282	200	2093	225	975
2.	Bharati Gaunkar	1611	282	200	2093	225	975
3.	Sandra Fernandes	1655	290	200	2145	225	975
4.	Kamini Raikar	1611	282	200	2093	225	975
5.	Rosy Fernandes	1611	282	200	2093	225	975
6.	Jacinta D'Costa	1611	282	200	2093	225	975
7.	Rusada Lucas	1655	290	200	2145	225	975
8.	Sunita Agapurkar	1611	282	200	2093	225	975

1	2	3	4	5	6	7	8
9.	Sulaksha Naik	1611	282	200	2093	225	975
10.	Conceisao Dias	1611	282	200	2093	225	975
11.	Heromina Rodrigues	1655	290	200	2145	225	975
12.	Varsha Mayekar	1611	282	200	2093	225	975
13.	Estelina Baptista	1611	282	200	2093	225	975
14.	Sonia Naik	1611	282	200	2093	225	975
15.	Annie Pereira	1611	282	200	2093	225	700
16.	Renuka Pawar	1611	282	200	2093	225	700
17.	Swati Naik	1655	290	200	2145	225	700
18.	Sulbha Naik	1655	290	200	2145	225	700
19.	Anita Naik	1611	282	200	2093	225	700
20.	Shakuntala Sawant	1456	255	200	1911	225	700
21.	Vaishali Naik	1500	263	200	1963	225	700
22.	Savita Naik	1456	255	200	1911	225	700
23.	Fiona Coutinho	1456	255	200	1911	225	700
24.	Sunmitra Parab	1456	255	200	1911	225	700
25.	Rita Ferero	1456	255	200	1911	225	700
26.	Augusta D'Mello	1456	255	200	1911	225	700
27.	Netra Vernekar	1368	239	200	1807	225	700
28.	Rosy Clement	1323	232	200	1755	225	700
29.	Shanti Parab	1323	232	200	1755	225	700
30.	Maya Naik	1323	232	200	1755	225	700
31.	Milan Rasaikar	1323	232	200	1755	225	700
		47727	8356.4	6200	62283	6975	25550